

MEMORANDUM FOR ALL EMPLOYEES

SUBJECT: JUSFC Statement On Equal Employment Opportunity

DATE: January 1, 2006

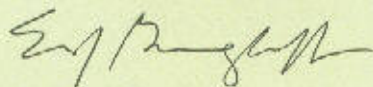
The JUSFC affirms its commitment to equal employment opportunity for all persons. The Commission's goal is to make its working environment a place where equal employment for all employees and access to employment for all applicants is assured, and where promoting civil rights is essential to the Commission's success.

Unlawful discrimination because of race, color, sex, age, disability (mental and physical), national origin, religion, sexual orientation, political preference, labor organization or non-affiliation, marital status or parental status is strictly prohibited.

Each staff member at the JUSFC is committed to supporting Equal Employment Opportunity (EEO) laws and regulations in accomplishing our goals. The Commission strives for an environment where employees and supervisors are able to communicate openly without fear of reprisal. The Commission is proactive in ensuring equal opportunity for all individuals, while fostering a work environment free of discrimination and harassment.

All managers are encouraged to use positive, problem solving approaches to handling discrimination complaints at the earliest level. The Executive Director encourages all employees to fully participate in the EEO Alternative Dispute Resolution (ADR) Program when informed of their involvement. This is an effective mechanism for resolving cases at the grassroots level.

The success of the Commission's programs and mission depends on the full commitment of all employees. Each will be held accountable for his or her actions in ensuring equal opportunity.



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